

PHYSICIAN LEADERSHIP ACADEMY

BRANDEIS UNIVERSITY

The Heller School
FOR SOCIAL POLICY AND MANAGEMENT



Why is Physician Leadership important?

Uncertainty, pressure, complexity, and **physician and nurse burn-out** confront every health care organization today. Health care organizations are expected to achieve excellent technical outcomes, outstanding patient experience, and efficient, low-cost care. Healthcare management has emerged as an important discipline, and physicians and administrators can no longer choose between medicine and management. In the current context of healthcare debate and reform, healthcare organizations, including hospitals, must become more agile, nimble, and entrepreneurial, and better connect managerial, policy, and service domains.



The Physician Leadership Academy equips physicians and administrators with the tools they need to be more effective leaders who can create value for patients and families, clinical colleagues, and their health care organization.

Program Information:

Join us for this year's program! The Physician Leadership Academy takes place from **September 11-14, 2019** at an executive conference center in Wellesley, MA. Topics include:

- Leading high performance teams
- National health policy
- Effective clinical leadership and building commitment to goals
- Strategic management
- High performance healthcare
- Leading change
- Healthcare insights discovery
- Negotiations and conflict resolution

This program is sponsored by the Physicians Foundation and intended for state medical society executives and their physician leaders. There are no other program prerequisites.

The Heller Difference:

In 1995, the Heller School launched its groundbreaking dual MBA/MD degree program in partnership with Tufts University School of Medicine, allowing students to master a broad combination of medical and management skills in just four years. In the more than 20 years since then, the Heller School has remained on the forefront of educating practicing physicians to be strategic leaders. In addition, we have extensive experience creating and delivering executive education programs for physicians, helping them to improve the quality, efficiency and accessibility of healthcare.

Program Methods and Objectives:

By the end of this program, consisting of lectures, discussions, case studies, simulation exercises, and small group work, participants will be able to:

<ul style="list-style-type: none">- Discuss what leaders can do to improve the enabling conditions so groups can be more productive- Understand how to diagnose the work conditions that lead to clinical burn-out and discuss what leaders can do to improve the enabling conditions so care processes can be more productive- Increase team efficacy by differentiating the rational from the relational process- Describe how a rational process and relational process together creates a fair process.- Analyze how the changing financial structure of the US health system will affect the healthcare delivery system- Detail leadership style and its importance in developing people- Evaluate and assess individual leadership style and to learn how to adapt styles depending on the situation- Detail leadership's role in fair process- Develop commitment to goals- Describe Medicare Physician Payment Models and the implications for physicians- Describe the impact of relational coordination on quality and efficiency performance	<ul style="list-style-type: none">- Discuss the concept of relational coordination- Map relational coordination in a core work process for your organization, and visualize areas of strength and opportunity, as a precursor to using the RC Survey to conduct a baseline assessment.- Describe how high performance work practices help to build relational coordination between workers, with their customers and with their leaders.- Discuss the challenges and methods for getting from here to there, guided by the Relational Model of Organizational Change- Analyze new concepts such as adoption curves, the law of the few, attitude segments, innovation/adoption life cycles, diffusion, and tipping points.- Detail the practical implications of implementing change.- Confront biases with respect to change management, to challenge assumptions, increase exposure to other viewpoints.- List methods of overcoming resistance to change by understanding social networks- Describe negotiations & conflict resolution in health care
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Program Faculty:



Director

Jon A. Chilingerian, PhD, is a Health Care Professor, Director of Executive MBA for Physicians and Executive Education, and founder of the MD/MBA program with Tufts Medical School at The Heller School for Social Policy and Management at Brandeis University. He received his PhD in management from MIT's Sloan School of Management. He teaches sessions in Organizational Theory and Behavior, Management of Health Care Organizations, and Health Services Research. In 2016, he was ranked among the top 20 health care professors in the world.

Other program faculty include: Dr. Stuart Altman, PhD, MA, Professor Carole Carlson, MBA, Dr. Joel Cutcher-Gershenfeld, PhD, Dr. Jody Hoffer Gittel, PhD, MA, and Dr. Kristina Natt och Dag, PhD, MA

This program offers 25.25 AMA PRA Category 1 Credits™.

Accreditation Statement:

"This activity has been planned and implemented in accordance with the accreditation requirements and policies of the Accreditation Council for Continuing Medical Education (ACCME) through the joint providership of Texas Medical Association and The Physicians Foundation. The Texas Medical Association is accredited by the ACCME to provide continuing medical education for physicians."

Designation Statement:

The Texas Medical Association designates this live activity for a maximum of 25.25 *AMA PRA Category 1 Credits™*. Physicians should claim only the credit commensurate with the extent of their participation in the activity.

For more information, please contact Amy DiMattia at dimattia@brandeis.edu.